Specification of Competency Standards for Human Resource Management
Unit of Competency

Title	Design policies, procedures and practices for a regional / international compensation system
Code	107913L6
Range	Developing policies, procedures and practices for a regional / international compensation system to strengthen the organisation's regional / international mobility. This applies to the process of developing of a regional / international compensation system for recognising assignees' contribution to the success of the organisation.
Level	6
Credit	6
Competency	Performance Requirements 1. Knowledge in the Subject Area • Understand the fundamental principles of designing effective regional / international mobility policies • Understand different approaches of tax compliance, regulatory and accounting requirements in multiple host locations when developing procedures and practices • Understand the key compensation items for regional / international assignments (e.g. base pay, cost-of-living adjustments, housing allowances) 2. Applications and Processes • Design regional / international mobility policies to meet the organisation's business and talent development needs • Develop procedures and practices to strengthen the organisation's regional / international mobility • Engage relevant stakeholders and solicit their inputs in designing a regional / international compensation system 3. Professional Behaviour and Attitude • Monitor closely issues affecting policies, procedures, practices and compensation system on regional / international mobility and make necessary changes • Benchmark best practices to enhance the competitiveness and effectiveness of regional / international compensation system
Assessment Criteria	The integrated outcome requirements of this UoC are: • Establishment of policies, procedures and practices to strengthen the organisation's regional / international mobility. • Establishment of a regional / international compensation system to balance rewarding and motivating assignees while keeping costs under control for headquarters.
Remark	